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No.F.5-180/86-VT-I  
Government of India  
of Human Resource Development  
(Department of Education)

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New Delhi, the 12th Aug.87

To

1. The Chief Secretary,  
Delhi Administration,  
Delhi.
2. The Chief Commissioner,  
Andman & Nicobar Administration,  
Port Blair.
3. The Administrator,  
Union Territory of Lakshadweep,  
KAVARATI
4. The Chief Secretary,  
Govt. of Pondicherry,  
PONDICHERRY.
5. The Administrator,  
Union Territory of Daman & Diu,  
PANAJI (GOA).
6. The Administrator,  
Dadra and Nagar Haveli Administration,  
SIIVASA.

SUBJECT : Revision of pay scales of school Teachers.

I am directed to say that the National Commission on Teachers under the Chairmanship of Prof. B.P. Chattopadhyaya has made various recommendations concerning pay and service conditions of teachers at school level. Pending Government's decision on the report of National Commission on Teachers, the Fourth Central Pay Commission only recommended the replacement scales for the school teachers. Accordingly, the pay scales were implemented vide Ministry of Finance (Department of Expenditure) 's Notifications No.F.15(1)-IC/86 dated 13th September, 1986 and 22nd September, 1986. Subsequently, it was clarified that the pay scales of pay for different grades of teachers are based only on the recommendations of the Fourth Central Pay Commission, that in addition on the recommendation of National Commission on Teacher- I should be taken and that it would be done as soon as possible.

In partial modification of Finance Ministry's Notifications No. F.15(1)-IC/86 dated 13th September, 1986 and 22nd September, 1986, by which replacement scales were given to school teachers, it has now been decided that the revised pay scales of school teachers in all Union Territories (except Chandigarh) including Government aided schools and institutions like Kendriya Vidyalaya Sangathan and Central Tibetan Administration etc. will be as under :-

Pay of School Teachers

Revised Pay Scales

(a) Primary school Teachers

Rs. 1200-30-1380-EB-30-1560-30  
40-1800-EB-40-2040.

Contd... 2/-

Senior Scale  
(After 12 Years)

Rs. 1400-40-1600-50-1650-EB-50-1950-EB-50-2250-EB-50-2300-40-2600,

Selection Scale  
(After 12 Years in Senior Scale and attainment of qualifications laid down for TGTs)

Rs. 1640-60-2000-EB-60-2360-EB-60-2600-75-2750-EB-75-2900.

b) Trained Graduate Teachers/Headmasters of Primary School.

Rs. 1400-40-1600-50-1650-EB-50-1950-EB-50-2250-EB-50-2300-60-2600.

Senior Scale  
(after 12 Years)

Rs. 1640-60-2000-EB-60-2360-EB-60-2600-75-2750-EB-75-2900.

Selection Scale  
(After 12 Years in Senior Scale and attainment of qualifications laid down for PGTs)

Rs. 2000-60-2300-75-2375-EB-75-2825-EB-75-3200-100-3300-EB-100-3500.

c) Post Graduate Teachers/Headmasters of Middle School.

Rs. 1640-60-2000-EB-60-2360-EB-60-2600-75-2750-EB-75-2900.

Senior Scale  
(After 12 Years)

Rs. 2000-60-2300-75-2375-EB-75-2825-EB-75-3200-100-3300-EB-100-3500.

Selection Scale  
(After 12 Years)

Rs. 2200-75-2650-EB-75-2800-100-3200-EB-100-3800-EB-100-4000

Vice-Principal/Headmasters of Secondary School.

Rs. 2000-60-2300-75-2375-EB-75-2825-EB-75-3200-100-3300-EB-100-3500.

Senior Scale  
(After 12 Years)

Rs. 2200-75-2650-EB-75-2800-100-3200-EB-100-3800-EB-100-4000

It has also been decided to grant Teaching Allowance @ Rs. 100/- per month to Primary School Teachers, Headmasters of Primary Schools, Trained Graduate Teachers, Headmasters of Middle School and Post Graduate Teachers, Special Allowance @ Rs. 150/- per month will be payable to Vice-Principals and Principals of Senior Secondary Schools and Headmasters of Secondary Schools.

The revised pay scales will be admissible subject to the following conditions :-

1) While Senior Scale will be granted after 12 years to Primary School Teachers, Trained Graduate Teachers/Headmasters of Primary schools and Post Graduate Teachers/Headmasters of Middle Schools, the selection scale will be granted after 12 years service in the senior scale of the respective cadre. For the Vice-Principals/Headmasters of Secondary Schools, there will be only Senior Scale after 12 years and no selection scale.

2) The number of posts in the Selection Scale for Primary School Teacher, Trained Graduate Teacher/Headmasters of Primary School, Post Graduate Teacher/Headmasters of Middle School will be restricted to 20% of the number of posts in the Senior scale of the respective cadre.

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- iii) The Senior Scale and Selection Scale will be given after screening regarding their satisfactory performance by an appropriate DPC.
- iv) Every teacher would be required to participate in and inservice training programme of at least three weeks duration before he/she crosses an EB or is promoted to senior scale or selection scale, i.e., once in every six years; provided that where arrangements for such training cannot be made, the appointing authority may exempt a category of teachers for a specific period of time.
- v) Although for purposes of grant of selection scale primary school Teachers and Trained Graduate Teachers will be required to obtain higher qualifications, they will not be required to shift to an institution of higher level.
- vi) Appointment to the post of Principals, Vice-Principals and Headmasters will be made in all schools on the basis of merit.

The revised pay scales, teaching allowance and special allowance will be applicable with effect from 01-1-1986. The arrears of pay for the period 1.1.1986 to 31.3.1986, which will accrue over and above the arrears of pay consequent upon the revision of pay scales on the recommendations of Fourth Pay Commission vide Ministry of Finance Notification No.15(1)-IC/86 dated 13.9.1986 and 22-9-1986 will have to be deposited in Provident Fund Account.

5. The above scales will be applicable to school Teachers of the / pay categories mentioned above and to the incumbents of such teaching posts who are analogous to the above mentioned categories of posts of teachers working in schools in all Union Territories (except Chandigarh) including government aided schools and organisations like Kendriya Vidyalaya Sangathan, Central Tibetan School Administration etc.

Amendment to the Central Civil Services (Revised Pay) Rules, 1986 will be issued separately by the Ministry of Finance.

This issues with the concurrence of Ministry of Finance (Department of Expenditure) vide their U.O.No.4183/E.III/87 dated 10.8.1987.

Yours faithfully,

Sd/-

( S. K. RAY )

DEPUTY SECRETARY TO THE GOVT. OF INDIA

Copy to :-

- 1. Ministry of Finance (Department of Expenditure) New Delhi.
- 2. Department of Personnel and Training, New Delhi.
- 3. Joint Director (E&A), Railway Board, New Delhi.
- 4. Education Officer, MCD, Kasmere Gate, Old Hindu College Building

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5. Education Officer, N.D.M.C., Palika Kendra, New Delhi.
6. Executive Officer, Cantonment Board, New Delhi.
7. Commissioner, Kendriya Vidyalaya Sangathan, J.N.U. Campus, New Mehrauli Road, New Delhi.
8. Secretary, Central Tibetan School Administration, Pratap Bhawan New Delhi.
9. I.F.D., Deptt. of Education, New Delhi.
10. Guard File.
11. Deputy Secretary-in-charge, Sainik school Society, New Delhi.

Sd/-  
(S. K. RAY)  
DEPUTY SECRETARY TO THE GOVT. OF INDIA.